GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

STARRED QUESTION NO:251
ANSWERED ON:02.08.2017
Promotion Policy for Bureaucrats
Gupta Shri Sudheer;S.R. Shri Vijay Kumar

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether the Government has developed a new comprehensive policy on promotion of bureaucrats;
(b) if so, the details thereof along with the aims and objectives thereof;
(c) the manner in which the new system of promoting bureaucrats is better than the earlier system and the steps taken/being taken by the Government to prevent discrimination;
(d) whether the Government has also reviewed the performance of Government servants and if so, the details thereof; and
(e) the number of officers who have been compulsorily retired due to non performance during each of the last three years and the current year?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)

(a) to (e): A statement is laid on the table of the House.

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STATEMENT REFERRED TO IN LOK SABHA STARRED QUESTION NO. 251 BY SHRI SUDHEER GUPTA AND SHRI S.R. VIJAYAKUMAR FOR REPLY ON 02/08/2017 REGARDING PROMOTION POLICY FOR BUREAUCRATS

(a) to (c): The promotions are being made as per the provisions in the Recruitment Rules for the respective posts. The consolidated guidelines on Departmental Promotion Committees (DPC) for making recommendations in regard to fitness of officials for promotion have been issued vide Department of Personnel & Training's OM No. 22011/5/1986-Estt.(D) dated 10.04.1989. The policy contained in this OM with regard to Benchmark, assessment of fitness, sealed cover procedure, zone of consideration for promotion and other related matters have been reviewed and amended from time to time. The amendments made in the promotion guidelines during past three years are as under:-

i. OM No. 22011/6/2013-Estt(D) dated 28/05/2014 regarding Eligibility of officers to be considered for promotion by DPC-Fixing of Crucial Date.
ii. OM No. 22011/4/2013-Estt.(D) dated 28/01/2015 regarding Review of Model Calendar for the Departmental Promotion Committees (DPCs) being conducted by the Ministries/Departments.
iii. OM No. 22011/2/2014-Estt.D dated 30/01/2015 regarding Procedure for conduct of supplementary DPC.
iv. OM No. 22011/3/2013-Estt. (D) dated 25/01/2016 regarding promotion of Government Servants exonerated after retirement-procedure and Guidelines to be followed.
v. OM No. 22011/4/2007-Estt. (D) dated 21/11/2016 regarding Guidelines on treatment of effect of penalties on promotion - role of Departmental Promotion Committee.

(d) &(e): Yes Madam. Instructions have been issued to all Cadre Controlling Authorities (CCAs) to review the performance / service records of government servants of all levels with a view to identifying officials who may not be fit to be retained in government service for various reasons. This is not a new mechanism because the provisions of rules under FR 56(j), Rule 48 of Central Civil Services (CCS) (Pension) Rules, 1972 and Rule 16(3) of All India Service (Death-cum- Retirement Benefits) Rules, 1958 already provide for such periodic reviews. Government has only reiterated the existing rules and has begun strict monitoring thereof. The monitoring mechanism for reviewing the performance in conformity with the Rule provisions has been strengthened and speeded up by activating Review Committees and Representation Committees for various levels and their work is now closely monitored.

As per information made available by various Ministries / Departments till May, 2017, the service records of 11,828 Group 'A' and 19,714 Group 'B' officers have been reviewed so far and provision of premature retirement have been invoked/recommended against 30 Group 'A' and 103 Group 'B' officers. The year-wise breakup is as follows:

Year	No. of officers against whom provisions of premature retirement have been invoked/ recommended
2015-16	77
2016-17	44
2017-18	12
Total	133

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